

DD/A Registry

PTS 22-3024

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77-5702

77-8880/3

15 SEP 1977

MEMORANDUM FOR: Director of Central Intelligence

FROM : John F. Blake
Acting Deputy Director of
Central Intelligence

SUBJECT : Request of [REDACTED]

25X1A

REFERENCE : Memo to you from [REDACTED] dated
15 Aug 77, subj: CIARDS discontinued
Service Option (attached)

25X1A

1. Action Requested: That you deny the request of [REDACTED] to retire under the special retirement options which you have authorized for the period 10 August through 30 September 1977.

2. Background: [REDACTED] is a careerist of the Office of Communications. The Director of Personnel, acting on the recommendation of the Director of Communications and the Acting Deputy Director for Administration, has decided that the staffing situation in that Office does not warrant the use of the special options at this time.

The special retirement options--discontinued service retirement in the Civil Service System and involuntary retirement in CIARDS--are extraordinary authorities which are resorted to by Agency management in order to relieve serious problems, such as surpluses of personnel, obsolescence of skills and grade compression. These options may be used by a component across the board when such problems are general throughout the staffing structure; they may be used selectively to contend with the existence of only one of these problems; they may be used only within a certain grade band or organizational component; or they may not be used at all. The decision to use the special options is generally made by the Director of Personnel, acting on the initial recommendation of the head of a component supported by the Deputy Director concerned and on the basis of his (the Director of Personnel's) independent study of the circumstances.

This document is downgraded
to U/AIUO when separated
from attachment.

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E2 IMPDET CL BY [REDACTED]

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The special retirement options were first used in 1970 as part of the Agency effort to reduce personnel strength to meet reduced ceilings. In that year, and in 1971 and 1972, they were used across the board, throughout the Agency. In subsequent years, even in 1973 when large-scale reductions took place, the special options were used selectively.

In the Office of Communications particularly, the special options were not used until 1973. In that year, they were used only to relieve a serious overage in crypto technicians; no other groups of Commo careerists were eligible. In 1975, Commo was authorized to use the special options across the board, and this had unforeseen serious results in that Commo thereby lost many more skilled employees in various categories than Commo management had expected would retire. Commo has not sought to use the special options since 1975 because the personnel structure has not justified their use.

In the present offering, 10 August through 30 September, all the services in the Directorate of Administration have been authorized to use the special options except the Office of Communications and only at the GS-15 level in the Office of Security. The latter illustrates how the options may be applied selectively to ease management concerns.

25X1A [REDACTED] wants to retire as soon as he can under CIARDS and is attempting to make a case to retire under the special options. He either fails, or chooses not to, realize that the use of the special options is authorized only to serve the purposes of management and that they are not designed to serve the personal preference or imagined right of any employee. He persists in the belief that he should be allowed to retire under these arrangements, despite the fact that the options have not been authorized for the Office of Communications.

25X1A [REDACTED] attributes to [REDACTED] the Director of Communications, the decision that Commo is not offering the special options, and arrives thereby at the conclusion that he is thus a victim of discrimination. As I have already indicated, 25X1A [REDACTED] did not make that decision. [REDACTED] recommendation not to use the options was based on his responsible assessment of the personnel structure of Commo; that recommendation was concurred in by the DDA and the Director of Personnel on the basis of their own assessment of Commo's personnel situation.

25X1A On an earlier occasion, in January 1977, [REDACTED] addressed the Inspector General with the complaint that he was not permitted to retire under the special options

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(available elsewhere in the Agency at that time). His complaint was considered jointly by the Inspector General and the General Counsel, neither of whom could identify any evidence of unfairness or discrimination.

25X1A In his memorandum to you, and in what he describes as a challenge to the authority of the Director of Communications, [REDACTED] avers that he is being denied the opportunity of the special options and indicates he feels he is again the victim of discrimination. The self-centeredness of his representation is all too obvious. He states that [REDACTED] will not allow Commo personnel to participate because Commo is understrength. [REDACTED] also emphasizes that he is a participant in CIARDS and meets "all the necessary criteria" and that [REDACTED] is denying him "participation in the system to which I belong . . ." and repeats that he is "discriminated against" and is denied a privilege simply because he is a Commo careerist. 25X1A

25X1A 3. Staff Position: The fact that the Office of Communications has not been authorized to use the special options is the result of a management decision arrived at after a thorough review, by the responsible officials, of Commo's personnel structure. The fact that Commo need not resort to use of the special options speaks well of Commo management; it reflects the absence of problems of the type that cause management to resort to the use of these extraordinary options. Apparently what Commo management could regard as a record of effectiveness [REDACTED] chooses to regard as some sort of failure because it does not accommodate his personal preferences.

25X1A [REDACTED] claims that Commo has been operating under-strength. While this is true, it is also a solid argument for not resorting to the use of the special options. Commo's understrength position is due to special requirements which have been levied on that Office, and a special recruiting effort is under way to fill positions created by the new requirements. In the meantime, Commo is using overtime to contend with the understaffing, a very expensive if only temporary method of contending with the problem. In any event, although this is a matter of serious concern to Commo management, it has no valid relevancy to [REDACTED]'s objective. Also irrelevant is his statement that he is a participant in CIARDS and has satisfied all the criteria, as is his statement that he is denied what he seeks "simply" because he is a Commo careerist; as regards this latter point, it was the personnel structure (a management concern) of Commo that was the paramount and only consideration in the decision not to use the special options in Commo at this time, not the career service designations of Commo employees. 25X1A

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I believe only one conclusion can be drawn from the review presented in this paper: Commo management has no need for the special options at this time and [REDACTED] is attempting to influence you to act on the basis of his own personal preference in the face of the Commo, DDA, and Director of Personnel positions. This memorandum has been coordinated with representatives of the Offices of General Counsel, Communications and Personnel and with the Acting Deputy Director for Administration.

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4. Recommendation: That you disapprove [REDACTED] request.

25X1A

/s/John F. Blake

John F. Blake

Atts

APPROVED: /s/ Stansfield Turner
Director of Central Intelligence

DISAPPROVED:
Director of Central Intelligence

DATE: 24 SEP 1977

ADDENDUM

With regard to your query as to whether any of the [REDACTED] DDO personnel to be cut would fit any of the requirements in the Office of Communications, I can only say at this time that that is a possibility and one that we certainly shall explore thoroughly. I believe it unlikely that more than very few would be suitable for such reassignment, involving as it would major career reorientation and retraining. I will ask the Directors of Personnel and Communications to maintain close contact with DDO career management officials to ensure that all cases in which such a possibility may exist are referred for careful review.

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DD/A Registry
77-4875
77-8880/2

77-5880

29 August 1977

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM: John F. Blake
Acting Deputy Director of
Central Intelligence

SUBJECT: CIARDS Discontinued Service Option

REFERENCE: Memo dtd 15 Aug 77 to DCI fr [REDACTED]
same subj

STATINTL

Mike:

1. Would you please involve the Directors of Communications and Personnel, and perhaps the OGC, in preparing a reply from me to the Director on the attached memorandum.

2. I think this matter should be faced head on. The following points should be developed:

a. As it pertains to paragraph 3, the author is in error on two points. [REDACTED] makes recommendations but not decisions on the matter of his office participating in the discontinued service option. The ultimate recommendation is made by the Deputy Director concerned and approval is given by the Director of Personnel.

STATINTL

b. The author is in error when he says "For years [REDACTED] has denied OC participation." This is factually untrue and state the last date when OC did participate in the option.

c. The understrength posture of OC has only been met by very extensive use of overtime which is a very expensive way of doing business.

3. Please ensure the necessary legal ingredients are included in your memorandum. What is involved here is not a right of an employee but a privilege--if the facts justify it and the law allows it.

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15 August 1977

100A-27-8828

MEMORANDUM FOR: The Director of Central Intelligence

SUBJECT : (A/IOU) CIARDS Discontinued Service Option

REFERENCE : Memorandum dated 5 January 1977 (Attached)

1. (A/IOU) In your memorandums of 18 April, 3 May and 13 June 1977 you invited and encouraged employees to direct to your attention written and private communications for the improvement in organization, techniques, and procedures within the Central Intelligence Agency. This memorandum is being submitted within those constraints.

2. (A/IOU) As a participant of CIARDS and meeting all necessary criteria, I would like to take advantage of the 25 year discontinued service retirement option for CIARDS currently in effect throughout the Agency through 30 September 1977.

3. (A/IOU) However, I have been denied participation in the discontinued service option by the Director of Communications [REDACTED] has stated in person that he will not allow OC personnel to participate in that option on the premise that OC is operating "under strength". For years [REDACTED] has denied OC participation in the option on this basis. If this "operating under strength" situation is real and has continued in effect that long, then the established T/O figure for the Office of Communications would seem unreal.

STATINTL

STATINTL

4. (A/IOU) A similar request was submitted by the undersigned in January 1977 and directed to the Office of Inspector General (reference attached). A memorandum was originated by the OIG to the Office of General Counsel indicating that possibly a type of discrimination was being practiced by the Director of Communications. In the interest of fairness, OGC was requested to respond to the OIG allegation by 24 January 1977.

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SUBJECT: (A/IUO) CIARDS Discontinued Service Option

5. (A/IUO) Several interviews were conducted in January and February 1977 between myself and OIG/OGC representatives. On one occasion I was advised that my chance of winning such a case was extremely "thin" because, as it was tactfully put, rather than embarrass the Director of Communications by forcing him to alter his decision, my case would in all probability not be settled much before the expiration date for the involuntary separation on 28 February. (In this manner there would be no time for appeal).

6. (A/IUO) As predicted, on the morning of 28 February 1977 I was advised by [REDACTED] Office of General Counsel, that I had lost my case and I could take no further action on the matter. (The request in paragraph 6 of the reference was never addressed by either the OIG or OGC). STATINTL

7. (A/IUO) Once again I challenge the authority of the Director of Communications to deny me participation in a system to which I belong and which is available to other CIARDS personnel including those in the directorate to which I am assigned. I do not believe I should be discriminated against and denied this privilege simply because I have carried the "OC" careerist caveat for the past 22 years.

8. (A/IUO) In a memorandum for the DCI dated 2 June 1977 from the Chairman of the Admin Management Advisory Group, recommendations to you stated in part: "...seek approval for continued use of the 25 year discontinued service retirement option. This would be especially attractive to those employees enrolled in the CIA retirement and disability system." I believe the recommendation was presented to you for all CIARDS personnel.

9. (A/IUO) I respectfully request a solution to the above as soon as practical. STATINTL

Attachment: a/s

[REDACTED]

5 January 1977

MEMORANDUM FOR: Office of Inspector General

SUBJECT : Request to Participate in Provisions of
Involuntary Retirement

25X1A

25X1A 1. Pursuant to a conversation between [REDACTED] and myself in [REDACTED]'s office on 29 December 1977, the following memorandum formalizes the subject in question.

2. I respectfully request that the Office of Inspector General take the necessary action which would allow me to participate in the involuntary retirement provisions of CIARDS currently in effect in the Agency through 28 February 1977.

3. Normally, I would be allowed to participate in the provisions of involuntary retirement since I meet CIARDS criteria. However, I am a DDA/OC careerist and the Director of Communications has refused to allow OC personnel to participate on the basis that OC is currently operating under strength.

4. However, since the Directorate (DDA) has authorized DDA personnel to participate in the provisions of the system, I challenge the DCO's decision which denies me the opportunity to participate since I am a member of the DDA.

5. A further point: I have been assigned to the DDS&T Staff since 1971, entering on duty with the Office of Special Activities where I remained until that office was disbanded in 1974. At that time I was transferred to the Office of ELINT where I remained until October 1975 at which time I was assigned to the Office of Development and Engineering where I am currently located.

6. Should the request for involuntary retirement be denied based on the circumstances outlined in paras 3 and 4 above, I request to be involuntarily retired as a DDS&T Staff member based on my longevity with the DDS&T.

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